

Bargaining Unit 13
Management Non-Confidential and Non-Management Confidential
City of Fresno Professional Employees Association (CFPEA)

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 07/01/2007: City Contributes 80% of premium Employee Contributes 20% of premium If no employee contribution, medical benefits are reduced 25% PPO Plan Premium = \$822.00 City Contributes \$657.60 Employee Contributes \$164.40
Retirement *	City = 10.51% Employee (Average) = 7.92% (2%/year @ 55 w/5 years) DROP
Life Insurance	1x annual salary rounded to nearest thousandth
Long Term Disability	66 2/3% to \$7,500/month maximum after 30 days or end of sick leave
Deferred Compensation	Savings/Mutual Funds No City Contribution
Holidays	Holidays = 10 Birthday = 1 Personal Day = 2
Vacation	Not available
Sick Leave	Not available
Supplemental Sick	40 hours per fiscal year
Annual Leave Effective 7/1/2000 (Days per year/Hours per month) (Vacation available after 6 months/sick available after 1 month)	1 – 9 years = 23.25/15.5 10+ years = 28.25/18.834
Administrative Leave	60 hours per fiscal year Up to an additional 32 hours per fiscal year at departmental discretion See MOU for cash out policy
Uniform Allowance	None
Bilingual	\$75 per month
Workers' Compensation	76% of compensation
Health Reimbursement Arrangement (HRA)	To pay premiums for post-retirement medical insurance

LEGEND:

*	Net rate for City is zero (0) = currently offset by surplus investment earnings Employees Retirement System = Vested after completing 5 years of service
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